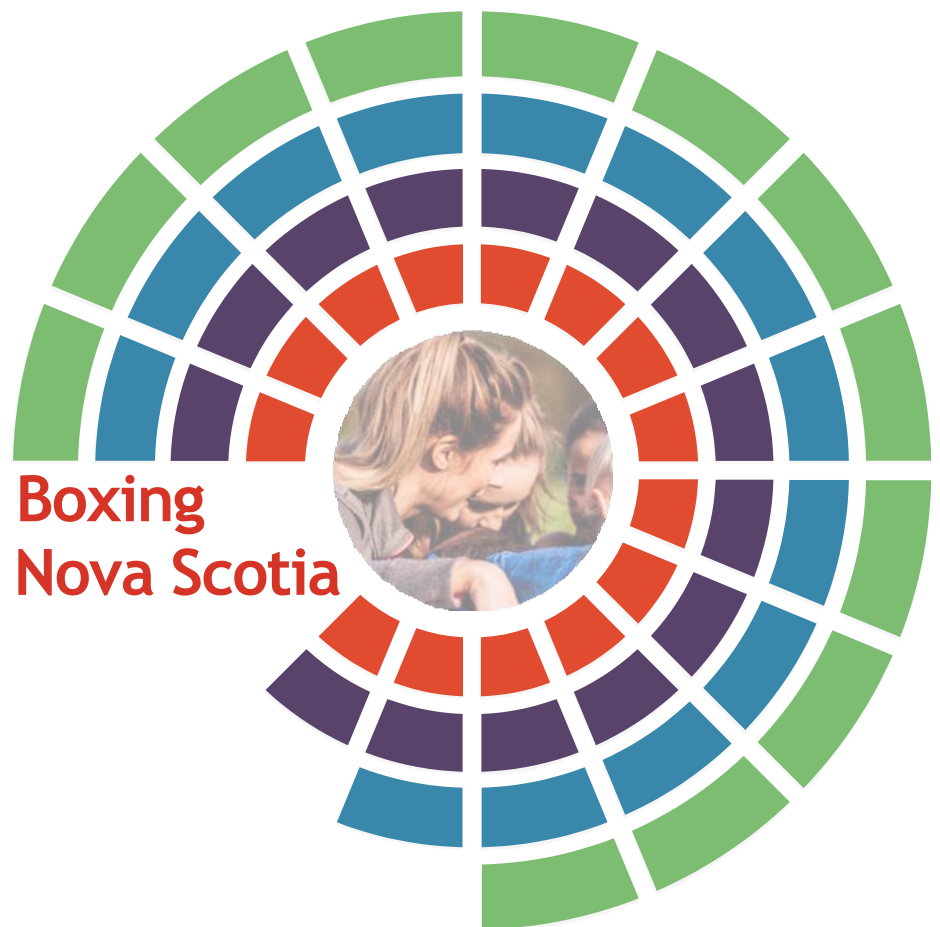


Strategic Plan

Report



What is Strategic Planning?

Strategic planning helps Provincial Sport Organizations (PSOs) figure out what's most important, where to put their efforts, and how to ensure everyone is working towards the same goals. It's a roadmap to achieve its objectives, especially in the ever-changing world of amateur sports.

Strategic Planning within the Nova Scotia Sport System:

Strategic planning is about the PSO imagining where it wants to be in the future and then figuring out the best ways to get there. This involves looking closely at the PSO's own strengths and weaknesses, as well as external opportunities and challenges. It also means setting clear goals and making sure these goals align with processes like the Sport Nova Scotia Sport Development Tool, which can help with performance and funding.

Key Parts of the Plan:

Creating a strategic plan requires a good understanding of both internal and external factors. For this plan, we used techniques like:

- **SWOT Analysis:** This helps identify Strengths, Weaknesses, Opportunities, and Threats.
- **Environmental Scans:** This involves looking at what other provincial and national sport organizations are doing.
- We also made sure goals were SMART: Specific, Measurable, Achievable, Realistic & Time-Specific.

Putting the Plan into Action:

Now that the plan is ready, it's time to implement it, making sure the right people and resources are assigned to each task. Sport Nova Scotia's Organizational Effectiveness department will share this plan with the leaders of each "pillar" (key area) of the Sport Development Tool. This ensures that Boxing Nova Scotia can access the support it needs to move forward.

Tracking Progress and Adjusting:

It's crucial for Boxing Nova Scotia to continuously monitor this plan. We recommend providing updates at board meetings and AGMs and keeping in regular touch with the Pillar Leads. By regularly evaluating the plan, Boxing Nova Scotia can adapt to new situations and make any changes necessary.

In Conclusion:

Strategic planning acts as a roadmap, guiding PSOs towards clear and well-aligned goals. It also helps the PSO maximize its scoring potential on the Sport Development Tool, which is directly connected to performance and funding. For context, Boxing Nova Scotia's funding from Sport Development Tool 2.0 (2024-2027) is provided below. Sport Development Tool 3.0 will commence in 2027.

2024-2027 Funding Allocations: Boxing Nova Scotia

Source	YEAR 1 2023-2024	YEAR 2 2024-2025	YEAR 3 2025-2026	YEAR 4 2026-2027
Core	\$ 10,000.00	\$ 8,000.00	\$ 8,000.00	\$ 8,000.00
Participation	\$ 4,000.00	\$ 4,000.00	\$ 4,000.00	\$ 4,000.00
Excellence	\$ 18,000.00	\$ 18,000.00	\$ 18,000.00	\$ 18,000.00
Total	\$ 32,000.00	\$ 30,000.00	\$ 30,000.00	\$ 30,000.00



Strategic Plan – Priorities by Fiscal Year

Pillar	2025/2026	2026/2027	2027/2028
Organizational Effectiveness	Multiyear Budgeting		
Participation & Officiating	Increase membership in targeted/underrepresented groups – <i>Strategy & Implementation</i>	Increase membership in targeted/underrepresented groups – <i>Results</i>	Increase membership in targeted/underrepresented groups – <i>Results</i>
Participation & Officiating	Certify Officials to level 3 – <i>Strategy & Implementation</i>	Certify Officials to level 3 – <i>Results</i>	Certify Officials to level 3 – <i>Results</i>
Participation & Officiating	Increase membership of Female Boxers – <i>Strategy & Implementation</i>	Increase membership of Female Boxers - <i>Results</i>	Increase membership with Female Boxers - <i>Results</i>
Coaching			All coaches Safe Sport certified
Coaching	Level 1 Coaches to become level 2 Coaches – <i>Build Strategy</i>	Level 1 Coaches to become level 2 Coaches – <i>Implement Strategy</i>	Level 1 Coaches to become level 2 Coaches – <i>Results</i>
Coaching		Certify an additional Coach Learning Facilitator	
Excellence			Coach lead Performance Services Plan
Excellence		Increase national team HP Athletes from 2 to 4 in Elite & Youth categories	

ORGANIZATIONAL EFFECTIVENESS

Initiative	Description
1.1 Multiyear Budgeting	Specific: Develop bi-annual budget and report on actual vs budgeted costs Measurable: Yes. Sport Nova Scotia OE department has templates that can be supplied. Treasurer to drive. Updates at monthly meetings/AGM Achievable: Yes. Obtain templates from SNS OE, populate with Boxing NS line items and use immediately Relevant: Yes. Direct alignment with Sport Development Tool Time-Bound: Multiyear Budgeting to be developed and operational by end of fiscal 2025/2026



STRATEGIC PLAN

PARTICIPATION & OFFICIATING

Initiative	Description
2.1 Increase Membership in Underrepresented Groups	Specific: Increase membership in targeted/underrepresented groups by holding 2 training camps per year in Indigenous communities with the goal of at least 10 boxers attending Measurable: Yes. Updates at monthly meetings/AGMs Achievable: High Performance Lead to drive. Work with Nick Lenehan, EDIA Lead for SNS Relevant: Yes. Direct alignment with Sport Development Tool Time-Bound: Develop strategy in fiscal 2025/2026 – results of strategy to show in fiscal 2026/27
2.2 Certify Officials to Level 3	Specific: Certify at least 3-5 officials to level 3. Identify current level 2 and identify who to upgrade and process for upgrading i.e., Qualification/passing standard Measurable: Yes. Updates at monthly meetings/AGMs Achievable: To be developed by Chief Official for Boxing NS Relevant: Yes. Direct alignment with Sport Development Tool Time-Bound: Develop strategy in fiscal 2025/2026 – results of strategy expected to show in fiscal 2026/27

COACHING

Initiative	Description
3.1 All Coaches to Become Safe Sport Certified	Specific: Ensure all coaches become Safe Sport certified. Identify process and timelines Measurable: Yes. Updates and Monthly meetings/AGM Achievable: Yes. High Performance Lead, Member at Large & Vice President to drive Relevant: Yes. Direct alignment with Sport Development Tool Time-Bound: All coaches Safe Sport certified by end of fiscal 2027/2028
3.2 All Level 1 Coaches to Become Level 2 Coaches	Specific: Create a strategy that ensures level 1 coaches become level 2, which includes holding 2 level 2 courses per year, plus education//benefits of being level 2 coach. Identify and address any barriers that may be present in level 1 coaches becoming level 2 coaches (the why) Measurable: Yes. Updates at Board Meetings/AGM Achievable: Yes. To be driven by the High Performance Lead Relevant: Yes. Direct alignment with Sport Development Tool Time-Bound: Develop strategy in fiscal 2025/2026. Implement strategy in 2026/2027. Level 1 coaches to become level 2 coaches by 2027/2028
3.3 Certify an Additional Coach Learning Facilitator	Specific: Certify an additional Coach Learning Facilitator who can evaluate coaches and deliver coaching courses from level 1 to level 2 Measurable: Yes. Updates at Board Meetings/AGM Achievable: Yes. To be developed by High Performance Lead Relevant: Yes. Direct alignment with Sport Development Tool Time-Bound: Additional coach Learning Facilitator in place by end of fiscal 2026/2027

EXCELLENCE

4.1 Develop a Coach Led Performance Services Plan	Specific: Develop a coach led Performance Services Plan, utilizing High Performance resources such as sport science/medicine resources, strength & conditioning, mental performance and nutrition guidance Measurable: Yes. Updates at Board Meetings/AGM Achievable: Yes. To be developed by High Performance Lead and Member at Large, in collaboration with Evan MacInnis, Director of Performance, CSIA Relevant: Yes. Direct alignment with Sport Development Tool Time-Bound: Training program to be developed and operational by end of fiscal year 2027/2028
4.2 Increase National Team HP Athletes in Elite & Youth Categories	Specific: Increase national team HP athletes from 2 to 4 in elite & youth categories Measurable: Yes. Updates at Board Meetings/AGM Achievable: Yes. To be developed by High Performance Lead in collaboration with club coaches Relevant: Yes. Direct alignment with Sport Development Tool Time-Bound: HP athletes showing through by end of fiscal 2026/2027